



FACILITATING GROWTH & DEVELOPMENT

Facilitating Growth and Development means helping people learn, grow, and become more independent. It focuses on supporting their goals through coaching, encouragement, recognition, and feedback.



GROWTH LEVELS



Emerging

Provides encouragement and shares knowledge with others.

Respect others' potential, suggest skill-building activities, credit good performance, support self-sufficiency, share expertise, identify support needs, teach, provide tailored learning, and offer self-reflection opportunities.

Evolving

Creates learning opportunities for others.

Encourage independence and professional growth by asking questions, recognizing opportunities, and providing rationale-based directions. Empower others, support self-development, and ensure accountability.

Leading

Coaches others and provides advice relative to development.

Foster a positive, safe learning environment, coach on person-directed support, invest in development, encourage self-assessment, provide feedback, and guide through challenges with advice.

Influencing

Champions a supportive learning environment.

Create a supportive environment for learning and growth, address training needs, provide development opportunities, implement succession planning, facilitate knowledge sharing, and promote community and future growth.



Complete your self assessment on Facilitating Growth and Development and email it to yourself and then share with your mentor or someone you trust. [Click here to do a self assessment](#)

TEAM ACTIVITY

Feedback Fishbowl

Break your team into groups of three, have one person role play the situation and the other two provide feedback in a supportive, specific and constructive manner. Set a time for 3-5 minutes and have the role player of each group share back to the larger group how they felt after receiving the feedback

Scenario Ideas:

1. Micromanaging Boss

A team has a boss who excessively micromanages stifling the team's growth. They never appreciate when people complete activities and steps in and changes their work if not done exactly like they do. As a concerned employee who needs to address the issue, think about ways to do this with clear examples of how the micromanaging behaviour affects team performance and morale.

2. Missed Deadlines

A team member repeatedly misses deadlines, impacting the project's progress. The feedback giver must discuss the issue kindly and clearly, highlighting the importance of meeting deadlines and offering support to improve time management skills.

3. Specific and Sincere Praise

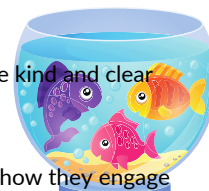
One member on your team has achieved something significant, as a co worker, give specific and sincere praise. This scenario helps practice providing meaningful praise that reinforces good performance.

4. Disruptive Behavior in Meetings

One person on your team consistently disrupts meetings with off-topic comments and having side conversations. As a co-worker, provide kind and clear feedback about staying on topic and respecting team members' time while encouraging relevant contributions.

5. Peer-to-Peer Feedback

Have one team member provide feedback to a peer about a professional growth area, such as improving presentation skills, or improving how they engage with the person they are supporting. The focus should be on offering actionable suggestions while maintaining respect and support.





FACILITATING GROWTH & DEVELOPMENT

Coaching a Growth Mindset

5 Questions to Develop a Growth Mindset

What did you learn from today's performance?



What steps did you take to make you successful today?



What are some different strategies you could have used?



How did you keep going when things got tough?



What can you learn from your opponent today?



5 Feedback Comments to Develop a Growth Mindset

This will be a challenging concept to learn, but I believe you can master it



You haven't got it yet, but you will if you keep working and thinking about it



I really appreciated your effort today



It is okay to take risks, that's how we learn

Getting better takes time and I see you improving



ACTIVITIES TO ASSIST WITH COMPETENCY DEVELOPMENT

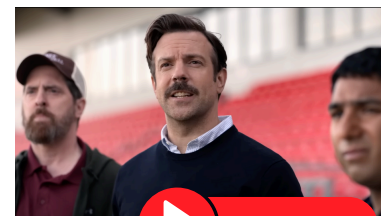
- Give recognition its due; publicly recognize 2-3 people who you think have performed well, make a note on what you recognized and their reaction
- Give "how-to" instructions. Develop and provide clear instructions to a colleague or someone you support for a specific activity. Evaluate the instructions after they have been delivered. Get feedback from others
- Review your current workload and assess which activities could be delegated to other people. Meet with the person who could take on the activities and develop a plan for increasing their responsibility, making sure it aligns with their professional development

Simon Sinek - Trust vs Performance



WATCH NOW

Ted Lasso (Jamie Tartt - Becoming Great)



WATCH NOW

If you see it, share it! Recognize your teammates.

Fill out a "core competency in action card", when you see a colleague displaying a core competency. Watch for cards on your home/program bulletin board for details.

